

**WIII, WISH, WNDY**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 - March 31, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Graphics Designer/Animator	1, 3-6, 8, 15, 19-20, 22, 25, 28-29, 31-32, 36, 40-41, 48-50, 52-55	55
Lifestyle Host	1, 3, 5-6, 8, 10, 15, 17, 19-20, 22, 25, 28-29, 36, 40-41, 48-50, 52-55	55
Assignment Editor/Web Producer	1, 3, 5-6, 8, 11, 15, 19-20, 22, 25, 28-29, 31-32, 36, 40-41, 48-50, 52-55	11
Investigative Reporter	1, 3, 5-6, 8, 10, 15, 17, 19-20, 22, 25, 28-29, 31-32, 36, 40-41, 48-50, 52-55	17
Production Director	1, 3, 5-6, 8, 15, 19-20, 22, 24-25, 28-29, 31-32, 36, 39-41, 48-50, 52-55	55
Traffic Liaison/Sales Assistant	1, 3, 5-6, 8, 15, 19-20, 22, 25, 28-29, 31-32, 36, 40-41, 48-50, 52-55	55
Account Executive	1, 3, 5-6, 8, 15, 19-20, 22, 25, 28-29, 31-32, 36, 40-41, 48-50, 52-55	55
Weekend Anchor/Reporter	1, 3, 5-6, 8, 15, 17, 19-20, 22, 25, 28-29, 31-32, 35-36, 39-41, 48-50, 52-55	17
Account Executive	1, 3-6, 8, 15, 20, 22, 25, 27-29, 31-32, 36-37, 40-41, 48-50, 52-55	55
Account Executive	1, 3, 5-6, 8, 15, 20, 22, 24-25, 27-29, 31-32, 36-37, 40-41, 48-50, 52-55	55
Account Executive	1-8, 12, 15-16, 19-23, 25-34, 36-44, 47-49, 51-57	39
Editor/Photographer	3, 5-6, 8-9, 13, 15, 20, 22, 24-29, 31-32, 36-37, 40-41, 48-50, 52-54	13
News Producer	1-8, 12, 15-16, 18-34, 36-44, 46-49, 52-57	18
News Producer	1-8, 10, 12, 15-16, 19-34, 36-45, 47-49, 52-57	10
Account Executive	1-4, 6, 8, 12, 15-16, 19-23, 25-27, 29-30, 34, 36-44, 47-49, 52-57	39
News Producer	1-4, 6, 12, 15, 19-23, 25-28, 30, 37, 41-42, 46, 52-57	55
Marketing Coordinator	3, 5-6, 8, 14-15, 18, 20, 22, 25, 27-29, 31-32, 36-37, 40-41, 48-50, 52-54	14

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Ball State University 2000 West University Ave Lucina Hall #220 Muncie, Indiana 47306 Phone : 765-285-2436 Career Center Manual Posting	N	4
2	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036 Url : <a href="http://www.beaweb.org/wp/">http://www.beaweb.org/wp/</a> Heather Birks Manual Posting	N	0
3	Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 N/A N/A Manual Posting	N	0
4	careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-353-7653 Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Rick Bartholomay Manual Posting	N	2
5	Catholic Archdiocese of Indianapolis The Archbishop O'Meara Catholic Center 1400 North Meridan Street Indianapolis, Indiana 46202 Phone : 317-236-1553 Fax : 1-317-261-3375 Joyce Overton	N	0
6	Civil Rights Commission Indiana Government Center North 100 N.Senate, Room N103 Indianapolis, Indiana 46204 Phone : 317-232-2600 Fax : 1-317-234-6859 Paula Barnett	N	0

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	N	0
8	Columbus Workforce Development 2320 Midway, Suite 3 P.O. Box 3006 Columbus, Indiana 47202 Phone : 812-376-3351 Fax : 1-812-372-7626 Placement Specialist	N	0
9	Current Employee	N	1
10	Current Employee - Transfer/Promotion	N	3
11	Current Intern	N	1
12	DePauw University 101 E Seminary St. Greencastle, Indiana 46135 Phone : 765-658-4281 Fax : 1-765-658-4005 Steve Langerud	N	0
13	Employee Promotion	N	1
14	Employee Referral	N	1
15	Equal Employment Office Indianapolis District Office 101 West Ohio St, Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Fax : 1-317-226-7953 Phyllis Tucker-Wells	N	0
16	Flanner House 2424 Martin Luther King Jr. Street Indianapolis, Indiana 46208 Phone : (317) 925-4231 Fax : 1-317-920-4461 Cynthia Diamond	N	0
17	Former Employee	N	3
18	Former Intern	N	2

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19	Franklin College 501 E Monroe St Franklin, Indiana 46131 Phone : 317-738-8000 Email : bnoble@franklincollege.edu Kirk Bixler	N	0
20	Goodwill Industrial Services 1635 West Michigan Street Indianapolis, Indiana 46222 Phone : 317-524-4539 Email : achabal@goodwillindy.org Ann Chabal	N	0
21	Hendricks Co Employment & Training 6781 E US Route 36 Plainfield, Indiana 46122 Phone : 317-272-2174 Fax : 1-317-272-7644 Career Services	N	0
22	Hispanic Center 8902 East 38th Street Indianapolis, Indiana 46226 Phone : (317)890-3292 Fax : 1-317-898-4397 Ruby Fleming	N	0
23	Horizon House 724 Chestnut St Columbus, Indiana 47201 Phone : 812-376-9710 Fax : 1-812-376-9710 Career Services	N	0
24	Indeed.com	N	6
25	Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46208 Phone : (317) 925-2702 Fax : 1-317-925-6624 Marcia Bennett	N	0

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26	Indiana Broadcasters Association 3003 E. 98th Street, Suite #161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Email : <a href="mailto:INDBA@aol.com">INDBA@aol.com</a> Fax : 1-317-573-0895 Gwen Piening	N	1
27	Indiana Career Connect 10 N Senate Ave Indianapolis, Indiana 46202 n/a n/a Manual Posting	N	0
28	Indiana University Graduate Career Services 1275 East Tenth Street Suite 2100 Bloomington, Indiana 47405 Phone : (812) 856-5052 Url : <a href="https://gcs.indiana.edu/gcs/">https://gcs.indiana.edu/gcs/</a> Email : <a href="mailto:gcs@indiana.edu">gcs@indiana.edu</a> Fax : 1-812-856-5387 Erik Medina	N	0
29	Indianapolis Association Of Black Journalists P.O. Box 441795 Indianapolis, Indiana 46224 Phone : (317) 444-4000 Fax : 1-317-444-8558 Michael Dabney	N	0
30	Indianapolis East Workforce Development Center 2525 N. Shadeland C-3 Indianapolis, Indiana 46219 Phone : 317-684-2400 Fax : 1-317-684-2552 Job Placement	N	0
31	Indianapolis Recorder 2901 N. Tacoma Indianapolis, Indiana 46218 Phone : 317-924-5143 Rickie Clark Manual Posting	N	0

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32	Indianapolis Star 307 N. Pennsylvania St. Indianapolis, Indiana 46206 Phone : 1-800-669-7827 Angie Couch Manual Posting	N	0
33	Indianapolis Urban League 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Fax : 1-317-693-7611 Brian McDonald	N	0
34	Indianapolis West Workforce Development Center 805 Beechway Dr Indianapolis, Indiana 46204 Phone : 317-684-2400 Fax : 1-317-684-2552 Job Placement	N	0
35	Internal Candidate	N	1
36	IUPUI Career Center 801 West Michigan Street Business/SPEA #2010 Indianapolis, Indiana 46202 Phone : (317) 274-2554 Email : Hire@iupui.edu Fax : 1-317-278-1335 Mary Dickerson	N	0
37	Ivy Tech State College Central Indiana Career Services One West 26th Indianapolis, Indiana 46205 Phone : (317) 921-4994 Fax : 1-317-926-9404 Tami Reasoner	N	0
38	La Guia De Indianapolis Magazine 39 West Jackson Place Ste 135 Indianapolis, Indiana 46225 Phone : (317) 687-9767 Fax : 1-317-687-2428 Robert Curci	N	0

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39	Linkedin 2029 Stierlin Court Mountain View, California 94043 Brian Mullins Manual Posting	N	6
40	Marian University Career Center 3200 Cold Spring Rd Clare Hall, Room 119 Indianapolis, Indiana 46222 n/a n/a Manual Posting	N	0
41	Martin University 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3235 Fax : 1-317-543-4790 Vicki Wimbs	N	0
42	Mediabistro/Lost Remote 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : (888) 589-1963 Url : <a href="http://www.mediabistro.com">http://www.mediabistro.com</a> Jessica Carlson Manual Posting	N	0
43	MediaPost 15 E 32nd St. 7th Fl New York, New York 10016 Phone : 212-204-2002 Url : <a href="http://mediapost.com">mediapost.com</a> Mark Kecko Manual Posting	N	0
44	Monroe County Branch NAACP S.B.Church At 321 N. Rogers St P.O. Box 243 Bloomington, Indiana 47402 Phone : 812-339-3809x12 Fax : 1-812-323-7976 Clarence W. Gilliam	N	0
45	Previous Employee	N	1

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46	Purdue University Center for Career Opportunities 128 Memorial Mall West Lafayette, Indiana 47907 Phone : 765-494-3981 Url : <a href="https://www.cco.purdue.edu/">https://www.cco.purdue.edu/</a> Cindy Oneal	N	2
47	Radio-Television News Directors Association 529 14th Street, NW Suite 425 Washington, District of Columbia 20045 Url : <a href="http://www.rtnda.org">http://www.rtnda.org</a> Email : ryanm@rtnda.org Ryan Murphy	N	0
48	Salvation Army 711 E Washington St #-1 Indianapolis, Indiana 46202 Phone : 317-638-6585 Fax : 1-317-685-2461 Larry Scott	N	0
49	Shelbyville Workforce Development Center 425 E. Washington St Shelbyville, Indiana 46176 Phone : 317-392-3251 Fax : 1-317-392-3419 Employment Services	N	0
50	Society Of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Fax : 1-317-846-9120 Jim Bernier	N	0
51	Spots-N-Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Emily McKay Manual Posting	N	0
52	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	4



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53	University Of Indianapolis-Career Services 1400 East Hanna Ave Indianapolis, Indiana 46227 Phone : (317) 788-3208 Email : ocs@uindy.edu Fax : 1-317-788-3383 Karen Childers	N	0
54	University of Indianapolis-School of Adult Learning 1400 E Hanna Ave Indianapolis, Indiana 46227 Phone : 317-788-2119 Email : sallyr@uindy.edu Robbin Sally	N	0
55	wishtv.com/wndy.com 1950 N. Meridian St. Indianapolis, Indiana 46202 Phone : (317) 923-8888 Url : http://www.wishtv.com Email : careers@wishtv.com Julie Gloyeske	N	22
56	Work One West 805 Beachway Drive Indianapolis, Indiana 46224 Phone : 317-684-2400 Fax : 1-317-684-2329 Aaron Culp	N	0
57	Workforce Development Center 1839 Robin Rd P.O. Box 1516 Martinsville, Indiana 46151 Phone : 765-342-3324 Fax : 1-765-342-2110 Placement Specialist	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>61</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/26/2015	Establishment of training programs for station personnel	On Tuesday, May 26th through Thursday, May 27th Julie Gloyeske attended the BA Summit at the Hilton Hotel in Indianapolis, IN. The summit was attended by all BAs across the company. Workshops were provided throughout on topics such as payroll, new hire orientation, insurance, and other business practices throughout the company.	1	Business Administrator
2	7/16/2015	Participation in Job Fairs	WISH-TV & WNDY-TV joined the Indiana Broadcasters Association and participated in the Employment Opportunity Fair at Indiana Black Expo's Summer Celebration on Thursday, July 16th, 2015. We discussed job opportunities within our employment unit with potential applicants and received resumes from prospective applicants. Nearly 500 people were in attendance.	1	Comm Affairs Dir
3	9/2/2015	Provision of training to management	On September 2, 2015, WISH, WNDY & WIIH Employment Unit Business Administrator Julie Gloyeske participated in a webinar training provided by Media General, INC Associate General Counsel Henry Gola. Henry Gola outlined, overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal opportunity and preventing discrimination.	1	Business Administrator
4	9/25/2015	Participation in events or programs sponsored by educational institutions	On Friday, September 25, 2015, Employment Unit News Director Elbert Tucker was guest speaker for a group of Ball State University broadcast students interested in careers in Television News during a Fall Career Day event. Elbert offered insight into the world of television news-- past, present and future, and the growing importance of social and digital media and answered questions about opportunities and internships.	1	News Director

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	9/25/2015	Participation in events or programs sponsored by educational institutions	On Friday, September 25, 2015, Employment Unit President and General Manager Les Vann was guest speaker for a group of Ball State University broadcast students interested in sales and management during a Fall Career Day event. Les offered insight into the ever changing world of television, past, present and future, how it all relates to social and digital media and answered questions about opportunities and internships.	1	President & General Manager
6	10/3/2015	Participation in Job Fairs	On Saturday, October 3rd, 2015, WISH-TV, WNDY-TV and WIIH-CA's employment unit participated in the Indiana Broadcaster's Association's annual Fall Career and Internship Fair. Job openings within the employment unit and through-out our parent company employment unit were discussed with potential applicants, and opportunities for internships were also discussed with potential applicants. Resumes were received and reviewed as well.	4	General Sales Manager/DOS Account Executive Account Executive Marketing & Dev Coordinator
7	1/4/2016	Participation in scholarship programs	WISH-TV participated in the Indiana Broadcaster's Association's Annual College Scholarship Program by donating 30 days worth of air time and website presence to the scholarship program. Information about student eligibility to participate in the program was shared on air daily via our on-air Community Calendars and our on-air Community Inserts which run during our regular Newscasts from February 1 through the March 1 application deadline. A website story detailing the scholarship was published and online application information was also shared on a daily and weekly basis.	2	President & General Manager Community Affairs Director

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8	1/4/2016	Establishment of an intern program designed to assist members of the community	Each year, the WISH-TV employment unit participates in internship programs to assist students from area colleges and universities. Students are given academic credit in exchange for successful completion of hours worked within the employment unit. Internships are offered for the Spring, Summer, Fall and Winter academic terms.	4	News Director Sports Director Creative Services Director Creative Services Coordinator
9	2/10/2016	Participation in Job Fairs	On Wednesday, Feb. 10, 2016 News Director, Elbert Tucker, and Business Administrator, Julie Gloyeske, attended the 2016 Ball State Spring Job Fair from 11am-3pm. The job fair was attended by approximately 100 current students looking for future employment and internships in all fields. Our booth was visited by 31 students who inquired about our current openings, as well as 6 students who inquired about upcoming internships with the station. All resumes have been kept for future opportunities.	2	News Director Business Administrator